

# **Salta Group of Companies**

**Strictly Confidential**

## **Agreement/Contract for Area Sales Head**

**Dear Mr. Tariq Hussain Wani**  
**H.Q. Srinagar**

As per your discussions held with Mr. Verma (Founder & CEO), that you have close contact commercial doctors/customers in institutions & trade market in Srinagar and nearby territory and will get immediate business on commercial activity.

We are glad to inform you that you have been shortlisted as Area Sales Head for Srinagar. Being an area sales head of the company, you are authorized to generate prescription and institutional business in your assigned territory.

Your Joining date either should not be later than 10<sup>th</sup> September 2020, or once goods reached at your stockiest level, failing which this agreement or offer/contract will automatically get null or void. At the time of joining, products should reached at Stockiest place so that our products are available at retail counters from where you are expecting first prescription from your close contacts doctors.

As per our discussion your monthly remuneration/commercials will be 30k for first month with HQ allowance 200, Ex station 300 and Rs. 3 per km and after successful completion of first month with achievement of 500 Salbumin and 1500 strips of Glysal, your commercials will be 50k a month with the target of same as of first month for three consecutive months.

As we are working in specialty division on selected customers, so it is mandatory to achieve the minimum budget given by the company. Before going in field, you are advised to submit your doctor list to the company that should be completed in all aspects for both the products.

Your compensation/remuneration will be reimbursed proportionally to your monthly achievement if your achievement is below 50% of the budget. All detailed commercials will be sent to you on your confirmation thru email.

# Salta Group of Companies

On confirmation, as discussed with you, we will again sit and finalize subsequent rise in your commercials. First three months will be training/probation period. You can reduce this period by showing your performance in terms of sales and achievement of targets.

During the period of your training/probation, company management can terminate this agreement/contract within 48 hours without any notice or payment. During this training/probationary period your association is liable to terminate without any notice and without assigning any reason thereof whatsoever and also can be terminated if your performance is not up to the mark or as expected. Unauthorized absence or absence without permission from duty for a continuous period of 2 days would make you lose your lien on association with us. In such case your agreement/contract shall automatically come to an end without any notice of termination or notice pay.

## **Selection of Just 30 doctors for Salbumin & 20 for Glysal Redefining Pharma Sales & marketing (Strategy)**

### **Important:**

Top 30 commercial doctors, for Salbumin, and only one prescription is required from each doctor.  $30 \times 30 = 900$  units per month, But company requires only 500 units against these 900 units. And Same with Glysal tablet, Top 20 commercial doctors are required those who prescribes iron preparation, If you can do it, you are successful. From 2nd month, select 10 Dr's among these. And reciprocate every month on their business given and from these 10 commercial doctors company's requirement is 3 to 5 prescriptions per month per doctor.

First month, the company will see your credibility in the market that you have really good personal contacts with your customers as you committed with us at the time of interview. And then after, second month onwards, the company will invest on your selected customers on a monthly basis as per their business given.

# Salta Group of Companies

We have redefined the sales and marketing of the pharma industry. Only focused & selected working on 50 top commercial doctors, with whom you have excellent contacts.

Likewise Glysal our iron preparation. Top 20 Doctors for Glysal.  $20 \times 25 = 500$  prescriptions in a month. It means  $500 \times 3 = 1500$  strips of Glysal tablets in a month. Goods supply will be in advance payment to all your concerned parties.

**Selective, focused and productive working.**

**Your monthly target of Salbumin and Glysal is 500 units and 1500 strips respectively for first three month in your assigned territory.**

If you leak the company confidential policies and secrets documents and other sales promotion schemes then company take the legal action against you, if you have left or if you are in the company.

In case you want to leave/quit the company, you have to submit your resignation 3 months prior to your leaving. In case of failure you will be entitled to pay the company an amount equaling to three months of your compensation/remuneration.

We would like to clear you that yours is primarily a sales and marketing work as our area sales head wherein it is obligatory on your part to achieve the monthly target intimated to you for the Salta group of companies with respective Specialty Division.

Your continuance in association with us would depend upon the fulfillment of your monthly target assigned to you.

You have to revert duplicate copy of this agreement/offer with signature to our HR department, for the conformation of your joining through email.

This agreement/offer is valid for 15 Days only, from the date of your joining after confirmation with your immediate HR department. It will depend strictly on your performance, attitude, and behavior. So work hard and do your best in this offer period.

It commences to fulfill your duty with every rules and regulations, and compulsory to complete all orders by administration of company. You are bound with all legal conditions of Salta group of company's duties under Jaipur jurisdiction.

# Salta Group of Companies

You have to send daily field work report of your territory with the details of Doctors call/customers through mail or written correspondence to the company on daily basis. If you will not send your daily field working report on daily basis through mail or online reporting in our app, your commercials/remuneration will be deducted for that particular day. No leaves will be granted in training/probation period. So we advise you to adhere the working norms, so that we all work in healthy professional environment. Weekly party wise secondary sales statement will be sent to company. Goods once sold will not be taken back except expiry & breakages as per rules.

We strictly confirm you that targets are bound in company rules. As per company's strategy, we work on all commercial customers in the market and getting business from them on their interest basis. So it is mandatory to achieve minimum of 500 units of Salbumin and 1500 strips of Glysal from your top customers, whom you are having excellent relations, so that it is easy to discuss our business plan in first visit. Your commercials are directly proportional to your achievement percentage. And without any discussion with your seniors or administration or back end support you cannot confirm the decisions.

Any illegal activates found against company, company has rights to file a case on you without any prior information. You are not authorized to work full time/part time for any other institute or organization till the last date of your working in Salta group of companies, if any such case found company will take action on you.

**We believe that your skills and experience are on excellent match for our company.**

## Note:

**Sales target structure can be changed as per company's strategy. Every month new target sheet will be sent to your mail ID. Also to bring in your kind attention that the above said package is entirely based upon the achievement of target given to you in your area (As understated). Your monthly Target is 500 units of Salbumin and 1500 strips of Glysal in your assigned territory.**

Candidate Signature

# Salta Group of Companies

## RESULTS

**ARE REWARDED, NOT EFFORTS**

Please fix up your recent passport size photograph on right corner of the letter and sign it, a copy of the same. Kindly send hard copy through courier to corporate manager - HR.

You are requested to mail the following documents at the time of training/joining.

1. resignation/Reliving/NOC letter
2. Salary Certificate/Slip last 3 months
3. Three Passport Size Photographs
4. Educational Certificate, Pan Card, Aadhar Card
5. I.D. Proof (Voter ID card or Ration Card)
6. Notary Attested photocopy of proof of Residential Ration Card or Voter Card ID or Driving License.
7. Hand written Curriculum Vitae. Failing to prove the above said documents in time may lead to the cancellation of this agreement /offer. We wish you all the success in your future endeavors

Please affix your recent passport size photograph.

# Salta Group of Companies

## DECLARATION

CORPORATE MANAGER/HR DECLARATION:

I \_\_\_\_\_ R/o \_\_\_\_\_

Here by declares that I had selected the above candidate as area sales head for Srinagar region and I am fully responsible for all his legal and illegal work and also for his monthly targets achievement. I had examined the candidate on my best level and he is fit to work for our organization, I will not let to company make any remark on me. If the candidate seems to be unfit for work at any time, company can take action on me as well as on the candidate.

Name:

Signature:

# Salta Group of Companies

## Candidate's Declaration

I \_\_\_\_\_ S/D/o \_\_\_\_\_

Hereby declares that I will achieve my targets month by month to justify my salary and willingly obey and respect all the terms and conditions of the company and will work hard for the growth of company and myself in legal way. If any illegal activities found by me using company name/agreement letter Company have full rights to take action at any time, and I will bound to the action taken from the company.

Signature :

Candidate's Name & Mobile no. :

E mail id :

Pan No :

Correspondence Address :

Kindly mail us on this scanned document as your acceptance with your signature.

Thanks

P. George

Corporate manager – HR

## Salta Group of Companies

Science that makes sense

**Salta Biotech & nutraceuticals**  
**Zen Nutrition**  
**Salta Air Ambulance Services**  
**Oasys Pharmaceuticals**  
**Sterlife Biotec Pvt. Ltd.,**  
**Salta DRL Inc.**

Registered Office – 6, Park Street, Usha Plaza, M.I. Road, Jaipur 302001 Rajasthan

Log on to: [www.saltabiotech.com](http://www.saltabiotech.com), [www.indiamart.com/saltabiotech](http://www.indiamart.com/saltabiotech), E-mail: [info@saltabiotech.com](mailto:info@saltabiotech.com), [topsealsaltabiotech@gmail.com](mailto:topsealsaltabiotech@gmail.com)  
Handheld # +91-7014240439, Skype- topsealsaltabiotech

**This is a computer generated text so does not require any signature.**